

16th Annual TDU Rank & File Convention

October 25-27, St. Louis—Register now!

pp. 8-10

Election News

Ballots out early November

pp. 4-7

Carhaul News

Contract proposal rejected

p. 12

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct. / Nov. 1991 #109

Yellow Freight, Carhaul, Signal Delivery

Durham's Bargaining Plans Revealed

In just a five-day period in September, important contract plans of IBT Freight Director R. V. Durham were released. And they are frightening.

Durham's Freight Division handed 2000 Teamsters at Signal Delivery a two-tier contract and a wage freeze. The members in most locals rejected it on Sept. 22. Durham has delayed announcing the outcome.

An attempt was made by Durham's team to stick 20,000 Teamster carhaulers with a two-tier deal involving a 36% wage cut for the lower tier. It was so bad even the local officials rejected it on Sept. 19 by nearly 90%, before the members could get their

hands on it.

Yellow Freight on Sept. 18 revealed its plan to establish a new short-haul operation under the separate contract that Durham signed with them, undercutting the National Master Freight Agreement by establishing regional sweetheart deals. This deal has not been stopped yet.

Here we will report the bare facts. While you may not work in these areas, it is especially important that all Teamsters understand Durham's plans, because he will be on the ballot that all Teamsters will receive in mid-November, asking you to leave control of the IBT in the same hands for the

next five years. Before you vote, check the facts of what happened in just five days.

The Facts—Signal Delivery

Some 2,000 freight Teamsters work for Signal Delivery, a subsidiary of Leaseway Transportation and the largest hauler in the country for Sears and Whirlpool.

These Teamsters were split off from the NMFA, but told they would keep pace with the NMFA wages. Yet when their contract was finally revealed to them in September, it contained a continued two-tier structure, with no provision to catch up. It contained a three-year wage freeze for Whirlpool haulers, and a two-year freeze for Sears haulers. And no job security at all.

This contract was pushed by Durham himself, and his running mates Harold Leu and Jerry Cook, on the large number of Signal Teamsters in their locals and in dozens of others. The members apparently rejected it in voting in the union halls on Sept. 21-

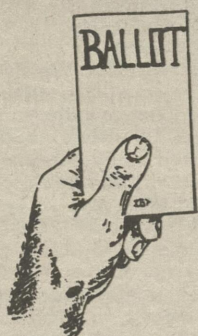
22, sending the Durham team into confusion about what to do next. At the largest affected local, Columbus Local 413, members demanded the negotiating team be replaced with an elected bargaining council since the leadership is so out of touch with the needs of the members.

The Facts—Carhaul

International Rep Ernie Tusino and Durham running mate Jerry Cook on Sept. 19 attempted to sell a two-tier deal covering nearly 20,000 Teamster carhaulers. This proposal was for a four-year contract, a two-tier with a 36% wage cut for the lower tier, and other concessions. It even has a clause allowing the employer to pressure individual union members to kick-back 15% of their wages to the employer!

For the first time in history, a contract proposal from the International

continued on page 7



CAST THE FIRST VOTE

In a month you will be able to cast your vote for Teamster president and General Executive Board. But you can vote today—for a stronger union, better pension, and a brighter future. With a small investment of just \$30, you will be one of the thousands of Teamsters who help make it happen at the grass roots. Join TDU today.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials. TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.



CALL TDU FOR ELECTION INFO (313) 842-2600

For updated info on election developments and information, call TDU's national hot line. For election coverage in this issue, see pages 4-7.

Beware the Big Lie

The Old Guard Durham slate, who just got burned when their sell-out deals got exposed and rejected in September, are attempting to turn the truth on its head. They are circulating materials claiming that Ron Carey wants to break up national agreements and sign cut-rate riders. They even attach a management (!) publication with an article criticizing Ron Carey.

Ron Carey does not support cut-rate riders or breaking up national contracts. He did not make the sweetheart deals that were rejected. Durham's slate did. And Durham's actions speak louder than his lies.

Teamsters for a Democratic Union

P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form this page.

UNION SOLIDARITY

Canadian Public Workers Get Tough

Tens of thousands of striking government and postal employees in Canada are injecting new spirit into the Canadian labor movement. Some 45,000 members of the Canadian Union of Postal Workers (CUPW) have temporarily ended two weeks of rolling, selective strikes while a government-appointed mediator attempts to resolve the dispute. But should mediation fail, as is widely expected, postal workers will resume their strike against the Canada Post Corporation's policy of privatization and postal closures.

Just as the postal strike was cooling off, 100,000 federal employees of the Public Service Alliance of Canada (PSAC) walked off the job in a 10-day strike after Canadian Prime Minister Brian Mulroney's Conservative government tried to impose a wage freeze. Support among the Canadian public and other unions has been high. At the U.S. border, truck drivers set up solidarity blockades, turning the roads into barbecue areas.

In the postal dispute, the Canada Post Corporation is threatening to eliminate the jobs of 14,000 unionized clerks who sell stamps and perform other services. Canada Post wants to



photo by David Hartman, Impact Visuals

replace them with poorly trained, part-time, minimum-wage jobs in private franchised outlets such as corner stores, laundromats or fast-food outlets. Canada Post is also investing \$2.5 billion in new technology geared to centralize mail sorting into major plants, which will result in the loss of many jobs in smaller com-

munities, and increase the use of casual and part-time labor at the expense of full-time jobs.

In the case of the federal employees, the strike was the first in the union's history. Long regarded as little more than a staff association, PSAC leaders and activists are predicting a new era for Canadian government workers. Said Connie McPherson, a union activist, speaking at a rally of 800 strikers in Windsor, Ontario, "Two weeks ago, Canadians, the government, and a lot of very powerful unions said we would never pull off a real strike. Well, guess what, we did it!"

As a result of the PSAC strike, the Canadian government has been forced to withdraw its insistence that there will be no wage increases in the new contract, and has agreed to return to the table with no limits on what may be discussed.

Should mediation in the postal dispute and negotiations in federal bargaining fail to produce agreements, pressure on the entire Canadian labor movement to step up resistance to the Conservative government will grow rapidly.



SOLIDARITY DAY 1991

MEMBERS OF THE RON CAREY SLATE and supporters were among the estimated quarter of a million trade unionists who marched in Washington, D.C., on Aug. 31 in support of anti-scab legislation.

Index

Pension News	p. 3
Election News	pp. 4-7
TDU Rank & File Convention	pp. 8-10
UPS News	p. 11
Carhaul News	p. 12
Freight News	p. 13
Grocery News	p. 14
Letters	p. 15

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (415) 658-7159.

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Lucila Conde, San Diego Local 481
Gillian Furst, Minneapolis Local 1145
Jackie Jenkins, Memphis, Tenn., Local 891
Dave Kapitula, Wilkes-Barre, Pa., Local 401
Michael Ruscigno, New York Local 138
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Rick Smith, Atlanta Local 728
J.C. Thomas, Memphis Local 667

Alternates:

Bilal Chaka, Long Beach, Calif. Local 692
Rudy Hernandez, Oakland, Calif. Local 853

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

PAY ATTENTION TO YOUR PENSION

Western Conference Pension Trust

Chuck Mack on 'Golden Rule of 85' Campaign Trail

Terry D. Post
Local 216, Bode Gravel Company
San Francisco

Nearly 200 Teamsters gathered in Burlingame, Calif., on Sept. 14 to hear Joint Council 7 President Chuck Mack explain recent "improvements" in the Western Conference of Teamsters Pension Trust. Mack, a candidate for Western Conference vice president on the Durham slate, introduced a controversial early retirement plan called the "Golden Rule of 85."

San Francisco TDU
Sets Them Straight

The San Francisco Chapter of TDU was at the meeting with *Convoy Dispatch*, fact sheets and written questions for Mack. The chapter made it clear that Mack's flawed plan was not motivated by an obligatory responsibility to dues-paying members, but rather by an opportunistic campaign ploy intended to gain votes from members who had been pushing for years for better pensions.

TDU also pointed out that favorable publicity given Ron Carey's Local 804 pension plan caused considerable concern among the trustees of the Western Conference. It just so happens that Michael Holland, the Elections Officer, found Mack and others guilty of using pension funds to conduct a study of Carey's pension plan for the purpose of influencing the upcoming election (three of the trustees of the Western Conference fund are candidates on the Durham slate).

Underscoring the political motivation, Mack said the death benefits that were to be taken away to pay for the new program may be kept. An announcement is likely in October.

The Golden Rule

In general, the new "Golden Rule of

85" says that if your age plus your years of contributory service add up to 85, you qualify for full retirement benefits. Before you can qualify, your contract negotiators must convince your employer to grant you a 6.5% raise in your pension contribution rate. The employers, of course, are not expected to cough up extra money on top of regular pension contributions. So the 6.5% must come out of wages, pension, or some other benefit. (Note: the 6.5% is merely a "buy-in" to the "Golden Rule of 85" plan, the money does not count toward the member's earned benefit. See related article, page 14.)

It Has Its Costs

In spite of being promoted by Mack as "the best investment you'll ever make," the "Golden Rule of 85" has other costs. First of all, the \$10,000 death benefit was traded away by the union trustees for the early retirement provisions of the new plan. Also gone are the dependent survivor benefits.

To dispel members' unhappiness with the loss of the death benefit, Mack claimed that some form of the death benefit was still under consideration. Said Local 85 member Art Persyko, "Now it seems they're dangling possibilities in front of us so we won't want to change leadership."

Questions About Full Funding

While many members agree that the "Golden Rule of 85" is an improvement, a number of questions remain. Why do the trustees continue to maintain the plan's full-funded status even though this allows employers the opportunity to withdraw from the fund without obligation? And why do the trustees follow a policy of full funding when they merely continue to put money in the pension's bank account

rather than in the members' pockets where it belongs?

Mack justified the obvious limitations of the "Golden Rule of 85" plan by saying it's the "conservative" employer trustees who are keeping benefits down—or was it the recession, or bad investments, or retirees who are living too long, or the loss of contributing members?—anyway, it's

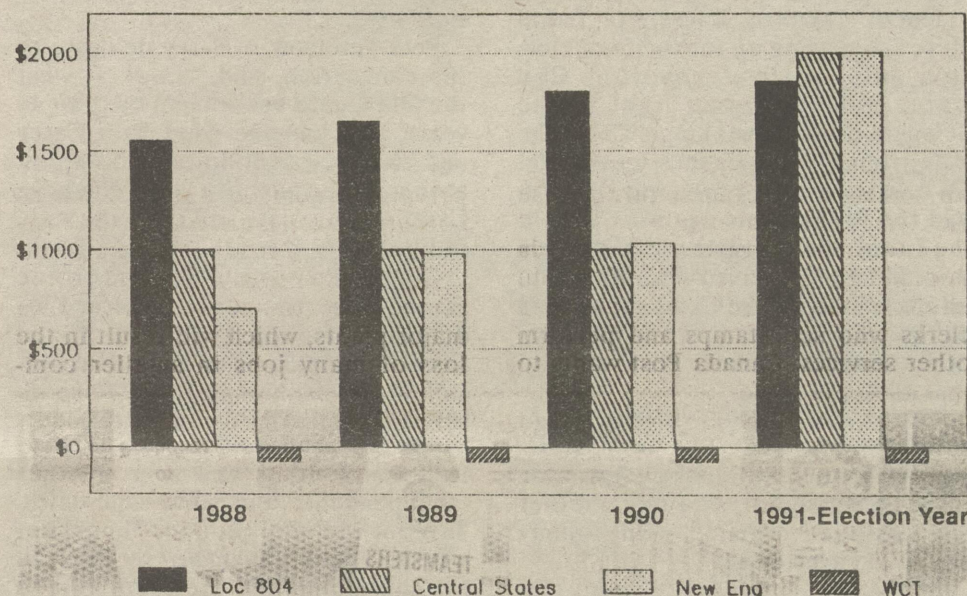
the best plan the members are going to get.

The "Golden Rule of 85" has absolutely nothing to do with the Golden Rule taught to every schoolchild. If it did, we would all be getting multiple pensions like Chuck Mack, who has four pensions.

Do unto others as you would have them do unto you, Chuck.

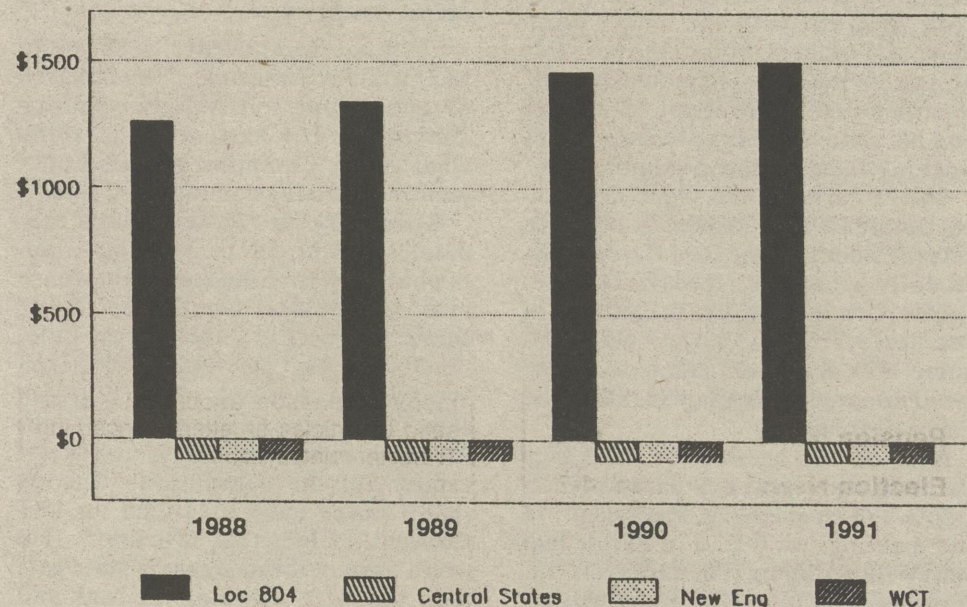
They Tried ...

30-and-Out Benefits \$ Per Month, 1988-91



But They Couldn't Catch Up!

25-and-Out Benefits \$ Per Month, 1988-91



The above graphs show the maximum 30-and-out and 25-and-out benefit available each year in four different Teamster pension funds. The 30-and-out benefits in two funds took drastic jumps in this election year. Of these four, only Ron Carey's Local 804 fund has a 25-and-out benefit. The Western Conference fund still has no 25- or 30-and-out benefits. Those trustees have used a different form of early retirement to try to win votes: the "Golden Rule of 85." (See story this page.)

Durham Lies About Fund's 'Collapse'

Carey's Local 804 H&W Fund Healthy

Contrary to lies from the Durham Old Guard slate, Ron Carey's Local 804 Health and Welfare Fund is financially sound and in fact improving. The fund ended August with \$12 million in assets, and a healthy six months of benefit payments on reserve.

No Cuts in Benefits

Benefits have never been, and won't be, cut to maintain the fund. Active Teamsters in Local 804 get a standard 80% coverage on major medical, with a relatively low \$50 (per member per year) deductible. Hospitalization is covered 100%.

Retiree health insurance is provided by Blue Cross and Blue Shield. Retirees pay \$55 per month, compared to the \$50 per month payment in Central States, \$105 per month in the Western Teamsters Welfare Trust, and \$200 per month in Virginia Joint Council 83.

Health-care costs are a problem everywhere, and not just for Teamster health and welfare funds. Prominent strikes to preserve health benefits have affected the members of the Communications Workers, the Mine Workers, the Machinists, and other unions, including many Teamsters. Carey's vision is for a national solution: health care for all. Meanwhile, his fund has done well with the meager contributions negotiated by the national Teamster leadership, by cutting expenses, not benefits.

But R.V. Durham, whose allies and backers couldn't negotiate decent benefit contributions from highly profitable UPS last year, now blames Carey for the problems their settlement created. Luckily, most Teamsters know Durham and friends have been running the Teamsters union all this time, and we can decide for ourselves if it's time for a change.

ELECTION NEWS

Carey Campaign Fever Spreads

The Ron Carey Slate's campaign has been criss-crossing the continent with its call to reform the Teamsters union. From canneries in California to freight barns in New England, the Carey slate is spreading its message directly to the rank and file of a new day in our union. Meanwhile, the Old Guard Durham slate is focusing on keeping its machine of officials in line and holding fancy fund-raisers, such as the pool-side party at the IBT Convention where they raised \$140,000.

Here's a look at what some Ron Carey Slate supporters and candidates are doing across the country.

Eastern Conference

North Carolina Local 391 Teamsters are gearing up for the final election push. A slate supporting Ron Carey put up a good fight in the delegate election winning 40% of the vote from R.V. Durham's local slate. Of course, if a slate backing Durham had run for delegate against Carey in the Local 804 delegate election, they wouldn't have received 4% of the vote, let alone 40%, so the Carey supporters did quite well. Now they are planning their final two-month push to hold that 40% and more.

"We're determined to give R.V. a go of it here in his back yard. We're starting our final fund-raising efforts for Carey and hope to send him another few thousand dollars," said Tommy Burke of Fayetteville.

Ron Easton, a CF driver in Springfield, Mass., Local 404 has been campaigning for the Ron Carey slate at his barn. Recently, Carey and Durham each made campaign stops at Easton's barn within days of each other. But there was a stark contrast among the two candidates' campaign styles. "Durham always drives up in a Lincoln Town car with the local's president, and walks right into the barn like he's an invited guest of management," Easton noted. "In contrast, Ron Carey and his slate members are escorted by working Teamsters who support him."

Mario Perrucci and Gene Giacumbo, candidates for Eastern Conference vice president on the Ron Carey Slate, recently attended a breakfast fund-raiser organized by members of Perrucci's Hillside, N.J., Local 177. Some 400 Teamster members at the event donated more than \$5,000 to the Carey campaign.

Next on the agenda for the Carey slate are plant-gate and barn visits on Oct. 3-4 in Harrisburg, Pa., Local 776 and meetings on Oct. 5 in Bethlehem and Wilkes-Barre, Pa. On Oct. 13, Perrucci and Gene Giacumbo will attend a meeting in Baltimore.

One Teamster summarized how the campaign is going in the Eastern Conference through his experiences in Connecticut. "Everywhere we go there seems to be two kinds of members. Ones that are apathetic or know little about the elections, and ones that are for Carey."

Southern Conference

The site of the IBT Convention has become a hub of Carey campaign activity in Florida. First, members of Orlando Local 385 pulled off a surprising upset in the local delegate elections, winning two of the four spots. Thousands of Ron Carey T-shirts have been produced in Orlando and sent to other parts of the country to fill demand for the popular campaign item. Orlando Teamsters have already raised several thousand dollars for the Carey campaign, above their own local campaign expenses, and have now begun a new project, selling windshield visors with the Ron Carey slate logo.

Pete Peterson, a Carey delegate to the convention, said, "Look at what the Old Guard has done in the past 40 years, and imagine what Ron Carey and his slate can do to turn this union around in the next five years. I believe Carey and his slate will carry the state of Florida."

Campaign activities continue throughout the state, spurred by delegate election sweeps in Miami Local 769 and Jacksonville Local 512. In late August Tampa Local 79 sponsored a candidates forum attended by Mario Perrucci and Doug Mims of the Ron Carey Slate, and several other "independent" and slate candidates. Turnout was very good for Tampa but was marred by a shameful scene made by Bob Cummins, president of the local. Cummins had earlier failed to get nominated for Southern Conference vice president. During the break between speeches and the question-and-answer period at the forum, Cummins verbally attacked several Ron Carey supporters from Orlando and ordered them out of the hall and off the property.

"It was a good event," said one of the Orlando Teamsters. "We behaved as guests but felt welcome among Teamsters. It's hard to understand what made Cummins go off, but it wasn't surprising coming from him."

Georgia Local 728 also held a candidates forum on Sept. 21 at the Atlanta union hall for Southern Conference vice presidential candidates. Doug Mims represented the Carey slate, "independents" attended, as did Don West and Jerry Cook of the Durham slate. Cook offered deep insights into the views of the Old Guard on several topics. On the convention: "I hope that I never have to attend an IBT Convention like that last one." (He won't have to if the Durham slate gets their way with stripping the rank and file of our right to vote for convention delegates. Strike benefits: "That \$200 strike pay is just something that we'll have to live with." On the state of the union: "We surely have been lacking the leadership to be a strong union." (Someone should let Jerry know that members of the Durham slate are the majority of the IBT leadership now.)

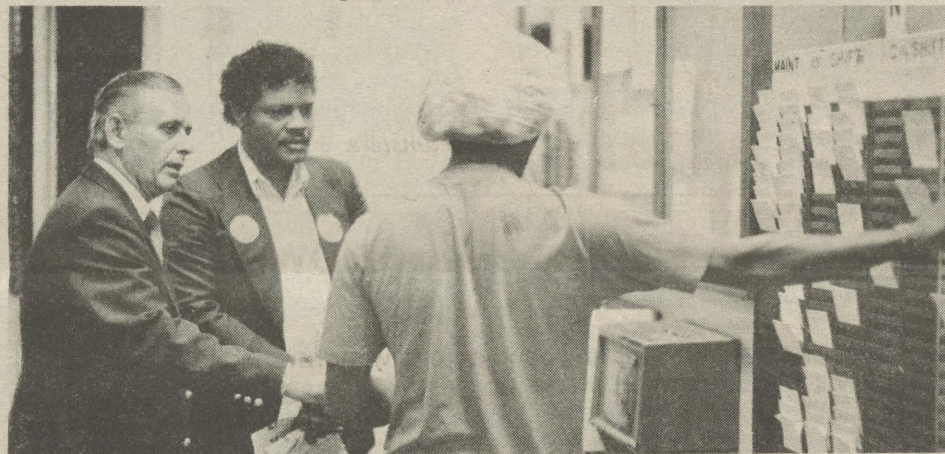
Candidate T.C. Stone certainly took the question over multiple salaries and luxury lifestyles of the union's top officials head-on, replying, "Two salaries—I've got 'em. Big cars—I drive one."

Aaron Belk, Southern Conference vice presidential candidate on the Ron Carey Slate, has been traveling extensively throughout the South, recently in Texas, Louisiana, Alabama, Georgia, Arkansas and Oklahoma. "We have received a good response and strong support in every state that we've been through," Belk said of the campaign efforts. Members of Local 612 in Birmingham and Montgomery raised more than \$1,000 during the Carey slate's visit during the first week of August. Belk summarized how it's going in the South using as an example a September trip to Oklahoma City.

"I recently visited a Homeland grocery warehouse that employs 300

The campaign talked with Teamsters at freight and carhaul terminals, grocery warehouses and UPS hubs. Carey and Ellis campaigned at Faygo Beverages after winning an election protest that ordered the company to give the Carey slate equal access. Durham and Larry Brennan, president of Local 337 and a candidate on the Durham slate, were given a plant tour by management. Faygo had been considered a Brennan stronghold. But once the working members were out of the watchful eye of Brennan's stewards, they were eager to talk with Carey and Ellis and expressed their desperate hope for a new day in the Teamsters union.

Ellis, a Chicago Local 705 member and candidate for Central Conference vice president on the Ron Carey slate, has been campaigning heavily in Chicago and surrounding areas. "We've done some campaigning in



Ron Carey and Leroy Ellis talk with workers at Faygo Beverages in Detroit.

Teamsters. These members have not had a raise in seven years and have not had any representation in the form of winning grievances for many years as well. These forgotten Teamsters are looking for a leadership team that will listen to them and fight for their interests. The Carey slate and myself are bringing the message and choice for true unionism to these forgotten Teamsters."

Memphis area Teamsters in locals 667 and 984, and Mississippi Local 891 are hosting Ron Carey and other members of his slate for a carnival fund-raiser on Oct. 12. The event will feature live entertainment and games for the kids. Local 891 member Jackie Jenkins said of their efforts in Memphis, "We've raised about \$4,000 by selling T-shirts and \$3,200 in individual donations from one UPS hub. We're doing our part in Memphis." Carey will travel to Nashville on Oct. 13 for a similar event.

Central Conference

Early in September, Ron Carey, Mario Perrucci and Leroy Ellis of the Ron Carey Slate campaigned throughout Michigan, including at worksites in Kalamazoo Local 7, Grand Rapids Local 406, Lansing Local 580, Flint Local 332 and many locals in Detroit, including 243, 299 and 337.

Local 703 recently, a local plagued with violence and corruption. People are looking for a change there. They don't want Dan Liguoris (overseeing a trusteeship of the local) to be running their local, and definitely don't want him running the International. The Old Guard candidates—including Liguoris, Shea, Durham and Leu—are losing strength here in Chicago because people know that the Ron Carey Slate is the only one that is serious about making this union a real union representing all Teamsters, no matter their race, gender or jurisdiction."

Springfield, Mo., Local 245 Teamsters have been hitting the campaign trail, going to freight barns and the big grocery warehouses like Associated Wholesale grocers and Fleming Foods. "We've been kicked off many a parking lot, but we keep at it," said Fred Veregge, a CF road driver and Carey supporter. Recently, Dennis (J.B.) Skelton, candidate for Central Conference vice president on the Carey slate, held meetings in Joplin and Springfield.

The Minnesota Carey Committee has their work cut out for them, but they're organized to pull it off. In Minneapolis-St. Paul, Carey supporters ran delegate slates in five locals and

continued on page 5

Reinstated to Job After Retaliation by Star Market

Carey Delegate Wins Election Protest

Why would 400 union members extend their resounding applause when Neal Henderson appeared at a recent Boston Local 25 union meeting? Because those members had just heard that Henderson—a Carey delegate, TDU member, long-time Star Market employee and union steward—had just won his job back with full back pay, seniority and benefits.

Those were the results after Neal lost his grievance and went to TDU attorney Karen Keys for help in his election protest.

The Independent Administrator upheld the Election Officer's decision to reinstate Henderson after he was

terminated from his job at Star Market in May 1991.

"There can be only one explanation for Star Market's actions. It was retaliating against Mr. Henderson because of his political activity and his support of Ron Carey. The Election Rules simply do not tolerate such action," wrote Judge Frederick Lacey, supporting the argument that TDU had made for Neal.

Henderson is no stranger to the union political arena. He has been a steward since 1985, campaigned vigorously for Carey and is presently running for business agent, along with two other Carey delegates in his local,

Dennis Nagle and Bob Golden.

When asked how he felt after hearing the decision, Henderson said, "Well, I'm elated, of course. The consent decree has given us this one opportunity to reform our union with a supervised free and fair election and we had better take advantage of it. I'm glad that they are not just watching the union but are watching for company retaliation as well.

"But more than that, I want people to know that I am still fighting for Carey and for the members of our union. Members of my local sup-

ported me all the way. They even took up a collection and refused to hold an election to find a union steward to replace me. I want them to know I'm not about to quit here."

Nagle, a fellow steward, initiated an informational picket at the Star Market warehouse on behalf of Henderson on Sept. 24, because the company has refused to comply with Lacey's order.

"I've got the support of the government and the rank and file," Henderson said. Meanwhile, he waits for justice to wind its course.

Make Your Vote Count!

When you receive your election ballot in the mail, follow the instructions carefully. You may vote by marking an arrow for the entire slate. Or, you may vote by marking arrows for individual candidates.

Don't Tear Off Mailing Label

Do not tear off the return address sticker of the mailing envelope. *If you do this, your vote will not count.*

Carey Campaign Fever Grows

continued from page 4

won delegate spots in four of them. Now the Minnesota members have formed an outreach committee to extend the campaign to other locals whose members are less aware of the elections. During the delegate elections, the Minnesota Teamsters set up a phone bank in a member's home, which helped the Carey supporters win the delegate elections. The phone bank will play a crucial role during the final get-out-the-vote campaign for the Ron Carey Slate, too.

Jerry Simon, a UPS package car driver in Toledo, Ohio, Local 20 raised \$1,500 at his center in Sandusky, which has only 22 drivers and a few part-timers. The money was presented to Ron Carey at a September picnic thrown in his honor by the Bell-Teas slate of Columbus, Ohio, Local 413. Willard Pete Bilyeu, president of Local 413, tried to attend the picnic, telling members as he arrived that he voted for Carey at the IBT Convention. But members confronted him with the news that they have a picture of him in Orlando wearing R.V. Durham buttons. He then promptly left. The picnic was a big success, drawing Teamsters from across the state of Ohio, some of whom, like Jerry Simon, brought collections with them totaling thousands of dollars from concerned Teamsters back home. Carey and three other slate members, Sam Theodus, Dennis Skelton and Mario Perrucci, addressed the members.

Western Conference

The Teamsters for Reform, which swept the delegate election in Phoenix Local 104, is sponsoring a family picnic and barbecue on Oct. 19. Ron Carey, Jim Benson, Ken Mee and others from the Carey slate will be on hand for the event, which will also fea-

The ballots will be counted by an impartial election staff. The return address sticker on the mailing envelope is used to verify that the ballot was sent by a Teamster eligible to vote. Then the ballots in their plain ballot envelopes are taken out of the mailing envelope for counting. The secrecy of the ballots is assured in this process.

If you have any questions, contact the Election Office or TDU.

ture good food, volleyball, softball, music and a ninja turtle for the kids. For tickets or information call (602) 841-5975.

Carey and several of his slate members traveled the length of the West Coast in August. Steve MacDonald, a member of Vallejo, Calif., Local 490, accompanied Carey during the Northern California leg of the trip. "We traveled about 1,200 miles in four days, visited over 40 job sites and held a public rally every day. What I saw was Ron Carey's continuing effort to reach out to the forgotten Teamsters and ignite their hope."

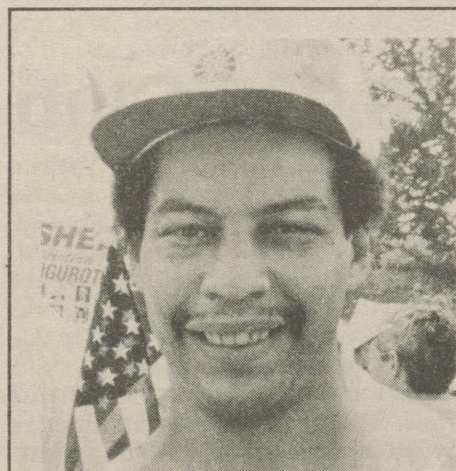
Walter Henao, a cannery worker in Modesto Local 748 raised more than \$1,500 from his co-workers at Tri-Valley, telling them, "If you want Ron Carey to win, you've got to be willing to do your part." Workers who chipped in \$25 were given a Working Teamsters T-shirt.

Meanwhile, Back With Old Guard

It's appropriate to end this roundup with a couple anecdotes from the rank and file regarding the Durham slate. During late September, Durham, Mike Riley, Chuck Mack and Walt Engelbert campaigned together in Colorado. And were the companies glad to see them! These officials have so many jobs, so many salaries, and so many pensions to keep track of, it's a marvel they can find the time to campaign.

The Durham slate held a fund-raising dinner on Sept. 19 at a country club near Los Angeles. The announcement mailed to officials in the area stated, "\$100 per person. \$30 for rank and file members."

So, the rank and file are invited, but they are not considered persons. That's OK, because the hundreds of thousands of non-persons are going to vote next month!



I'll Be There

Neal Henderson
Local 25, Star Market
Boston

I'll be in St. Louis at the TDU Convention not only to thank attorney Karen Keys for an excellent job, but also to blast off our great union into a new way for a new day. The Teamsters will be No. 1 in '91 when the Ron Carey Slate and our Right to Vote slate (in Boston Local 25) are elected to represent us, the working Teamsters.

ELECTION COUNTDOWN

Timeline for the Historic Vote

- **October 4.** Last day for any candidate to withdraw and take name off the ballot.
- **October.** After the October 4 deadline, ballots will be prepared and sample ballots will be available.
- **October 25-27.** Big TDU Rank & File Convention in St. Louis.
- **October and November.** Teamster magazine will carry campaign material for all three slates.
- **November 8-12.** Ballots will be mailed to all 1.6 million Teamster members.
- **November 20.** If you do not receive a ballot by this time, call a special, new 800-number (which will be published by the Election Officer) to receive a duplicate ballot.
- **December 10.** Deadline for ballots to be returned. Counting will begin by the staff of the Election Officer. Results will be announced after the counting, which is expected to take a few days.
- **January.** Elected leaders take office.

Teamster Magazine to Feature All Candidates' Platforms

The *International Teamster* magazine will include some 30 pages of campaign materials submitted by all three slates of candidates for the first-ever IBT election for top officers this fall. Campaign materials appeared in the September issue and the candidates will publish materials in the October and November issues, too.

Each slate submits its own material, uncensored and unseen by the other slates. There are also a few "independent" candidates but almost all of them are aligned with either Durham or Shea, as stand-ins for members who get ousted for corruption. Durham

has two already charged on his slate. Shea had two already charged, but Joseph "Joe T" Trerotola decided to drop off the slate.

This equal-space procedure will allow Teamsters to make a better-informed vote when the ballots arrive at their homes in mid-November.

The Durham and Shea slates opposed this Election Rule, and spent millions of dues dollars, through their control of the General Executive Board, in court trying to stop it. Only the Ron Carey campaign supported the rule allowing the members access to this information.

ELECTION NEWS

Still in Race ...

Shea-Ligurotis Slate Crumbling

The Shea-Ligurotis slate continues to crumble, but appears to be staying in the race past the Oct. 4 deadline for removing names from the ballot. After that date, no candidate can remove their name from the ballot. Several candidates on the slate continue to campaign, but often as individuals rather than for the slate. Others on the slate do not appear to be campaigning at all.

The slate's latest problems include Joseph Trerotola's deal to resign from the race as a plea-bargain with Investigations Officer Charles Carberry, and Dan Ligurotis' fatal shooting of his son and tardiness in reporting the killing.

One Shea-Ligurotis candidate, Vicki Saporta, has campaigned widely among non-Teamsters, particularly among officials in the Service Employees and other unions, attempting to raise funds. She often presents herself as "independent" and also falsely claims to have "TDU support." Walter Shea himself has been out campaigning more visibly as the election nears.

'Joe T' Forced Out

Trerotola, the 84-year-old chair of the Eastern Conference and candidate

on the Shea-Ligurotis slate, has made a deal with the government to leave office and drop out of the race. The deal was made on the eve of his hearing before Judge Lacey on charges of allowing organized crime figures to control New York Joint Council 16.

Joe T will be out as joint council president and International VP by the end of the year, and his name will be removed from the ballot in the rank and file election.

The deal is another blow to the Shea-Ligurotis slate, as Joe T has been a major player in putting that slate together. The slate may put a stand-in candidate in his place, because they nominated two "independent" candidates at the IBT Convention for Eastern Conference VP to cover this situation. They are Victor Olivadoti and Joseph Santone.

Ligurotis Fatally Shoots Son

Ligurotis on Aug. 21 fatally shot his son in the basement of Chicago's "Teamster City" complex, and the tragedy has put another cloud over his candidacy for IBT secretary-treasurer. Different versions of the shooting have emerged during Ligurotis' ex-

planations of the incident to authorities, as the investigation continues.

Dan Ligurotis Jr. was shot in the back of the head at close range at about 8 a.m., but the police were not contacted until 9:40 a.m. In the meanwhile, Ligurotis Sr. spoke with several friends and business associates, and finally had a retired deputy police superintendent now on the Teamster payroll contact the police.

Ligurotis claims the killing was in self defense, after an argument about his son's drug problems. He also has said he will remain on the Shea-Ligurotis slate. "Everything's go," he told the press.

Ligurotis heads Chicago Local 705 and Joint Council 25 and is an International VP. He paid himself \$411,427 in union salaries last year. His son was an appointed assistant and trustee, and was paid \$109,729 last year.

Record 171 Officials in Club

Update on \$100,000 Club

Recently the officers of New York Local 812 were featured in the *Convoy Dispatch* (August #107) for negotiating a contract with Coca-Cola that cut wages and jobs, and for trying to set up a separate union. Members of Local 812 informed TDU that two Local 812 officers should also have been featured in last month's \$100,000 Club (see box below).

Another TDU member in the New York area found out that his local officers also deserved membership in the \$100,000 Club. John Burke Jr. and

Harold Wolchok control New York locals 917 and 868, compensation listed below. Finally, Robert Aquino, former president of Local 63, also joins the club. Local 63, one of the largest locals in the country, was recently placed under trusteeship due to its near bankrupt status.

That means the updated statistics show 171 Teamster officials in the \$100,000 Club for 1990. The reports were compiled from LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor.

Harold Leu Shuts Down Democracy in Ohio Conference

Harold Leu wants to be in charge of the treasury of the IBT. He's the candidate for secretary-treasurer on the Durham slate. If the way he runs the Ohio conference is any indication, you should hold onto your wallet if he should win.

At an Ohio Conference meeting in Cincinnati on Aug. 22, the majority of delegates from all Ohio locals wanted to amend the conference bylaws to allow amendments to be submitted from the local unions. Leu would not allow it.

The Ohio Conference bylaws, designed by convicted racketeer

Harold Friedman along with Jackie Presser, do not allow for any changes except those approved by the Executive Board. And they retain the "two-thirds rule."

The majority of the locals wanted to change the bylaws and lower the per capita dues (\$1.00) which were jacked up by Harold Friedman. Leu blocked the majority from having any input. Leu's Ohio Conference staffers, Les Singer and Bob Moody, are in the \$100,000 Club and drive \$30,000 union Cadillacs.

Leu did not return calls to comment on the situation.

Bags \$78,489 in Expenses

Hammond Freaks Out in Houston

The Teamster official who receives the largest bag of bonuses and expenses of them all (topping all 7,000 Teamster officers and agents) has lashed out at TDU for revealing his secret.

Richard Hammond, the president of Houston Local 988, was reported in our last issue of *Convoy Dispatch* to have received \$78,489 in 1990 in expenses and bonuses. Along with base salaries of \$94,379, his total compensation was \$172,868 for the year.

Hammond is angry about having this revealed to the members who pay him. So, in a sorry tradition of certain Teamster officials, he is trying to

it up with lies.

He has issued written statements which claim that all these are included in his expenses: H&W payments, pension payments, social security (FICA), workers comp, unemployment insurance, and more! In fact, none of these are included.

It is worth noting that Hammond is covered by three (3) pensions, and the dues money used to pay for those is in addition to the \$172,868. This, along with his world-class expense account, explains why he is campaigning hard for R.V. Durham, and opposing Ron Carey. He knows where his interests

Name	City	Salary	Total Compensation	Affiliates
John Burke Jr.	New York	\$112,949	\$158,480	L 868, L 917
Harold Wolchok	New York	95,505	113,908	L 868, L 917
Anthony Rumore	New York	110,000	113,779	L 812
Robert Aquino	Los Angeles	102,850	111,427	L 63
Angelo DeAngelis	New York	86,568	102,400	L 875
T. Rosano	New York	94,962	100,121	L 812

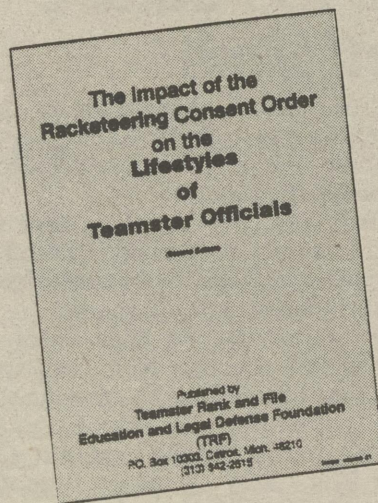
New TRF Report

The Impact of the Racketeering Consent Order on the Lifestyles of Teamster Officials

An in-depth report on how the consent order has—and hasn't—changed the Teamsters union. Has the power structure of our union been changed, and what can the rank and file do to affect this?

Includes compensations of 170 Teamster officials who made over \$100,000 from our dues in 1990.

Published by the Teamster Rank and File Education and Legal Defense Foundation (TRF). Single copies \$1, 10¢ each for 100 or more. Send your order to TRF, P.O. Box 10303, Detroit, Mich. 48210. No orders from employers.



Perrucci's Local 177 Fund Helps Low-Income Retirees

The big Teamster pension funds have raised their top 30-year benefits, to try to help the careers of their Durham- and Shea-slate trustees (see page 3). Meanwhile, Mario Perrucci's Local 177 pension fund, already paying the best 25- and 30-and-out benefits in the country, looks out for the long-time and low-income retirees, too. Perrucci is running for vice president at large on the Ron Carey Slate.

In August, the Local 177 trustees approved a \$500 minimum pension

payment, up from the former \$350 minimum. That means a Teamster who retired 20 years ago on a \$200 pension—not bad in 1971—is getting \$500 per month now.

In the Central States, Western Conference and most other Teamster plans, that same retiree would have received no raise over the last 20 years. In fact, since these plans have no minimum benefit, their average pension is under the \$500 minimum for Local 177, because many of those retirees are getting far less.

Durham's Bargaining Plans

continued from page 1

union leadership did not even make it to the members, because the local officers themselves rejected it, by a vote of 59-8, with the largest locals all voting No.

The rejection sent the Durham team into confusion again. Now they claim they don't know what to do and will survey the membership.

The Facts—Yellow Freight

A Yellow Freight vice president on Sept. 18 sent a memo to all terminal managers announcing that Yellow plans to activate the short-haul deal that Durham signed with them, separating them from the NMFA.

The memo announced that Yellow acquired ownership of Jones Truck Lines' intrastate operating authorities, and plans to be in a position to use them after the new year. JTL declared bankruptcy on July 9.

The deal signed with Yellow earlier this year allows for "Riders and Addenda to cover certain types of operations, including regional unionized operations." Yellow's new memo reports continuing discussions with the International union. Any cut-rate rider with Yellow would be subject to membership ratification under the IBT Constitution.

Five More Years? ...

In just five days, these facts became known about the bargaining strategies of the present IBT leadership. Wage freezes at big corporations. Two-tier deals with 36% cuts to "attract new business." And separate regional riders to undercut national standards.

Fortunately, our new democratic rights stopped two of the three cold, and we may be able to stop the third one also, when it comes to a vote of the members. But the question remains, should we elect a leadership with

plans like these?

You may not be affected by any of these plans directly. You may work in a warehouse, for an airline, in a bakery or a factory. But the same bargaining strategy will apply to you as well.

... Or New Way for New Day?

Imagine a leadership that reflects the needs and desires of the membership in bargaining, whether in national or local contracts. Imagine a leadership with new innovative strategies to deal with corporations. Imagine a leadership committed to eliminating two-tier contracts and second-class membership in our union, bringing all up to the highest standards.

We have a choice next month. We can vote for the Old Guard Durham slate, and expect these deals to continue on and on. Or we can vote for the Ron Carey Slate, committed to taking our union forward and sweeping away the old deals in the process.

Don West Trial Over

The trial of Durham running mate Don West before Judge Lacey ended on Sept. 19. He is charged, along with Luther Watson of Nashville, of accepting \$45,000 in employer gifts.

Judge Lacey will get post-trial briefs from West's attorney and from Investigations Officer Charles Carberry before making his decision. The decision probably will not come until November.

Sources close to West and Watson said they relied on several layers of defense in the case, and called friendly employer witnesses, including one from Yellow Freight. The employers said they gave the money willingly, and were not coerced.

The funds were channeled to W.C. Smith as a retirement present. His son, W. C. Smith III, is running for Southern Conference vice president.



Long-time Local 177 retiree Fred Schubieck thanks Mario Perrucci for the increases in the Local 177 Pension Fund. Fred retired a number of years ago on \$120 a month, but now receives \$500 a month—the minimum now guaranteed to all in the Local 177 fund.

The Central States and Western funds have no minimum, and the trustees do not increase the pensions of those older retirees who built our union.

Response to Durham's Lies

R.V. Durham, knowing that he cannot run on his record, has resorted to slandering the Ron Carey Slate. Reprinted below is an answer to Durham's lies issued by the Committee to Elect Ron Carey.

September 13, 1991

Re: Durham Campaign Lies

As many of you know, Durham and his Old Guard Slate are running on lies. They have to, because they can't run on their record. So they pretend they are for "New Directions," claim they brought about reforms at the IBT Convention, and deny they are running the union right now.

And they spread lies and distortions about the main threat to their wealth and power, the Ron Carey Slate. Consider a few of their favorites:

Durham claims: Ron Carey has tolerated corruption and demanded immunity to testify in a trial several years ago.

The facts: Ron Carey has a 23-year record of honesty and integrity. When an official of his local took a kickback, Carey took immediate action to demand his resignation. Not one penny was lost from the union treasury. Carey testified freely at the trial, and was only granted immunity as a matter of routine course. He did not demand it or need it, because he was never under investigation.

The Durham slate has had two of its VPs, Teddy Cozza and George Vitale, removed for organized crime activity and embezzling union funds. Two others are presently under charges of embezzlement (Mike Riley) and accepting monetary gifts from employers (Don West). As an IBT trustee, Durham supported giving \$345,000 of our treasury to pay the personal legal bills of convicted racketeer Harold Friedman.

Durham claims: Ron Carey's Local 804 Health & Welfare Fund is about to collapse.

The facts: The Local 804 H&W Fund pays top benefits, has not cut benefits, and is not going to. Skyrocketing medical costs are a problem everywhere, but the 804 fund will continue to be well managed. Retirees pay \$55 per month for quality medical coverage.

The Durham slate includes people who as trustees of H&W funds have cut benefits, who charge retirees over \$200 per month for coverage, and have been sued for mismanagement.

Durham claims: Ron Carey is funded by employers and industrialists.

The facts: Ron Carey is especially proud that Local 804 members, who know Ron best, have donated nearly \$200,000 to this campaign. Other rank and file members across the country have matched this support.

Ed Asner, former president of the Screen Actors Guild, and several other Hollywood union supporters held a party for Ron over a year ago, and 30 people (no employers!) donated a total of \$2,200. Oliver Stone, the movie director, signed the invitation and is technically an employer so the donations were returned.

Meanwhile, members of the Durham slate fly around the country on "union business" to campaign, have convenient employer access, and have been found guilty of using the Western Conference pension fund to campaign for them. And their millions of campaign dollars come from top officials, not the rank and file.

Durham's slate will no doubt spread more lies, especially as the election draws near. They're desperate, because they are afraid of your vote. We all need to keep our focus on the issues, and not let them throw us off our winning course. Together we will show the truth is stronger than their lies.

1991 IBT Convention Commemorative Postcards Democracy Comes to the Teamsters

Ten photos by George Staggs, Local 287, and Jerry Hudson, Local 70, of the historic 1991 IBT Convention in Orlando, Fla. Available from the Nor Cal Committee to Elect Ron Carey. Can be used by other Carey committees as a fundraiser.

\$10 per set. Bulk orders: 25-50 sets, \$5 per set; 50 sets and over, \$4 per set. Make checks payable to Nor Cal Committee to Elect Ron Carey. Send to: NC CERC, 4127 Bay St., C-246, Fremont, Calif. 94538 or call (415) 658-7159 or (415) 226-7574. Be sure to include full address. No employer or union funds accepted.

CONVENTION SCHEDULE

Friday

Registration 11 a.m.-7 p.m.

Workshops 12:30 p.m.-2:30 p.m.
See workshop listings this page.
Workshops repeated 3 p.m.-5 p.m.

Coffee Break 2:30 p.m.-3 p.m.

Workshops 3 p.m.-5 p.m.

Getting Out the Vote for Carey 5 p.m.-6 p.m.

Spouse Reception 6 p.m.-6:30 p.m.

Cocktail Hour and Videos 6 p.m.-7 p.m.

Dinner 7 p.m.-8 p.m.

General Session: A Vision for the Future 8 p.m.-9:30 p.m.

Chair: Diana Kilmury, Local 155, Vancouver, B.C.

Organizers Report: Ken Paff, TDU national organizer

Speaker: Studs Terkel

Reception and Cash Bar 9:30 p.m.-Midnight

Saturday

Coffee 7 a.m.-9:30 a.m.

Registration 8 a.m.-10 p.m.

General Session: On to Victory in '91 9:30 a.m.-Noon

Chair: Pete Camarata, Local 299, Detroit

Welcome: Dennis Skelton, Local 600, St. Louis

Nominations for ISC

Lunch Noon-1 p.m.

Women Teamsters Lunch Meeting Noon-1 p.m.

Saturday Workshops 1 p.m.-3 p.m.

See listings this page.

Coffee Break 3 p.m.-3:30 p.m.

General Session: A New Leadership 3:30 p.m.-5:30 p.m.

Chair: Dan Campbell, Local 486, Saginaw, Mich.

Financial Report: Ken Paff, TDU national organizer

Speakers: Joe Fahey, Local 912, Watsonville, Calif.

Candidates for International Vice President

Special Events and Cocktail Hour 5:30 p.m.-7:30 p.m.

Retirees Meeting

Minority Teamsters Meeting

Kroger Pension Lawsuit Meeting

Company Meetings: UPS, Yellow Freight, CF, others as requested

Videos

Cash Bar

Voting for International Steering Committee 5:30 p.m.-7:30 p.m.

Banquet 7:30 p.m.-9 p.m.

Emcee: Gene Giacumbo, Local 843, Springfield, N.J.

Speaker: Ron Carey, Candidate for General President

Reception and Cash Bar 9 p.m.-1 a.m.

Voting for International Steering Committee 10 p.m.-11 p.m.

Sunday

Coffee 8 a.m.-9 a.m.

Jurisdictional Meetings 9 a.m.-11 a.m.

United Parcel Service

Freight

Carhaul

Grocery

Local Contracts

Tank Haul

Brewery and Soft Drink

Spouse Meeting

Brunch 11 a.m.-Noon

Workshops Noon-2 p.m.

See workshop listings this page

Closing Session 2 p.m.-3:30 p.m.

Chair: Michael Savvoir, Local 41, Kansas City, Mo.

TDU Constitutional Amendments

Introduction of ISC and Election of Officers

Speaker: Victor Reuther

Friday Workshops

GENERAL EXECUTIVE BOARD FOR A DAY. Be a member of the International leadership during this workshop. What would be the first things you'd want to do, and how would you get them done? Designed for in-depth discussion of our vision for our union, along with some nuts-and-bolts problems of putting that vision into action.

THE TEAMSTERS IN 1992: WHAT CAN WE EXPECT, NO MATTER WHO WINS THE ELECTION? A look at what has been changed already by the democratic process of this year, and by the openness of the first IBT Convention with elected delegates. Plans for the coming year for TDU and for our union.

Saturday Workshops

YOUR LEGAL RIGHTS ON THE JOB AND IN THE UNION. A survey of labor law and Teamster rules by an expert, from the viewpoint of Teamster members. A question and answer session will follow, but time will not permit individual case reviews.

BUILDING TDU IN YOUR AREA. Leadership training and problem solving for members who are organizing new or older chapters. Hear ideas that have worked in other areas, and see how they might be applied in yours.

HOW RACISM AND SEXISM DIVIDE LABOR (AND WHAT YOU CAN DO ABOUT IT). Tensions over race and sex keep workers weak and divided on the shop floor. Presentations and discussion about overcoming differences and building unity at work.

WORKPLACE STRATEGIES: ORGANIZING TO WIN ON THE SHOP FLOOR. Discussion will focus on developing strategies and tactics to give you more clout for winning grievances, getting better conditions and building unity among co-workers. Teamsters from various jurisdictions will provide examples of how they have created solidarity actions.

IBT ELECTION—A TURNING POINT FOR LABOR? Noted labor historian and author Nick Salvatore will discuss the possible effects of the Teamster election on the future of the North American labor movement. Why has the labor movement declined, and how can we turn it around?

GETTING OUT THE VOTE FOR CAREY. A follow-up to Friday's session, this workshop will discuss more ways of making sure Carey supporters mail in their ballots. A representative from each Carey committee or TDU chapter is encouraged to attend. Repeated on Sunday.

PREPARING FOR UNION OFFICE—UNION FINANCES AND ADMINISTRATION. More reformers are winning local union office. Discussion of the nuts and bolts of union administration, finances, staff and structure.

GETTING THE MOST FROM THE GRIEVANCE PROCEDURE. The basics of writing, researching and presenting grievances, problems with both the panel system and arbitration, and how to put pressure on both the company and the union to get a favorable decision.

Sunday Workshops

COOPERATIVE MANAGEMENT SCHEMES. A look at quality circles, the team concept and other labor-management cooperation programs. The common denominators of these programs, how management uses them to weaken labor, and how Teamsters in all jurisdictions can respond. Presenters to include Mike Parker, co-author of "Inside the Circle: A Union Guide to QWL," and "Choosing Sides: Unions and the Team Concept."

PENSION RIGHTS AND PENSION REFORM. Information on legal rights for individuals, and on current legal and political strategies for pension fund reform.

BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP. A discussion among local union officers on developing membership involvement and committees, successful education programs and changing the direction of a local union.

REFORMING YOUR LOCAL BYLAWS. Many locals will have their annual window of opportunity for amending their bylaws in January. The do's and don'ts of developing winning bylaws campaigns.

RUNNING FOR LOCAL UNION OFFICE. The nuts and bolts of running a successful campaign for local union office. Proven strategies and tactics from successful candidates, sample campaign literature, fundraising ideas, literature distribution and more will be covered. A must for anyone planning to run for office.

PERSONAL COMPUTERS FOR THE RANK & FILE. The basic elements of using computers to assist our work in the union movement: pricing computers and getting equipment to fit your needs, getting your computer to do what you want it to do, the many ways of communicating by computer, and more. For those thinking about getting a computer or who want to use their computer to full capacity.

LEGAL RIGHTS OF UNION STEWARDS. An explanation of the rights of stewards to obtain information from the company to investigate and support grievances. Also a discussion of Weingarten Rights and the role of the steward during investigatory interviews.

RANK & FILE NEWSLETTERS. How to get the news and get it written. Getting others to write for your newsletter, and how to edit articles.

GETTING OUT THE VOTE FOR CAREY. See Saturday.

16th Annual

TDU Rank & File Convention

October 25-27, St. Louis

At the 1990 TDU Rank & File Convention in Detroit, members made plans for the historic IBT Convention in June 1991. They met in workshops to plan how to win delegate elections, set goals for the convention and set up national communications networks.

They went home and worked hard to win their delegate elections and to make history in Orlando, Fla., at the first IBT Convention with elected, rank and file delegates. Delegates won important gains for the members

Convention Information

TIME: Oct. 25-27, 1991. The convention will begin at noon on Friday and adjourn Sunday at 3:30 p.m. We encourage attendance for all three days; if not possible, plan to be there Saturday and Sunday.

PLACE: Henry VIII Hotel and Conference Center, 4690 North Lindbergh, St. Louis.

REGISTRATION: Fee covers costs of meeting facilities, all materials, breaks. Friday dinner, Saturday lunch and banquet, and Sunday brunch also included in three-day registration.

HOUSING: Reserve hotel rooms at the Henry VIII through TDU at special rate of \$60 per night, tax included, for either single or double room.

DISCOUNTS: See registration form for discounts for travel and early registration.

CHILDCARE: Available by advance reservation.

TRANSPORTATION: Free shuttle service between the airport and Henry VIII Hotel. Follow signs to Ground Transportation and use the courtesy phone (near exit 7) to call for pick up. The hotel is only minutes away from the airport.

If flying: Northwest Airlines is the official airline of the TDU Convention. If you fly Northwest you can receive a 5% discount off lowest applicable discount fares or 45% off full coach fare. To get these discounts, reservations must be made by calling Northwest at 1-800-328-1111 weekdays between 7 a.m. and midnight Central Standard Time. You must mention TDU group ID code 08402 to receive discounts.

If driving: From Highway 270, go south on Lindbergh approximately four miles to U-turn lane (divided highway). Hotel will be on the right. From Highway 70, go north on Lindbergh, hotel will be on the right.

QUESTIONS? Call TDU at (313) 842-2600 with any questions about the convention or your registration.

and took the first steps at regaining control of our union.

Now, on the eve of the first-ever direct election for top Teamster officials, we plan to meet again at the 1991 TDU Convention in St. Louis. We will celebrate our June victories, but more importantly, we will make plans to win the next step to put our union back on course.

We will also learn how to protect our rights on the shop floor and take power on the local level, and to build rank and file solidarity.

Want to see a Teamsters union we can all be proud of, that represents the interests of the members first? Attend the 1991 TDU Rank & File Convention to be a part of making it happen.

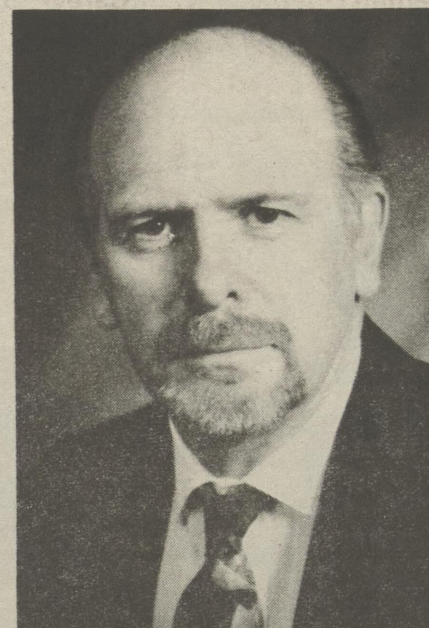
See You in St. Louis!

Jim Benson

*Candidate for Vice President at Large on the Ron Carey Slate
Local 104, Phoenix*

The IBT Convention was a great start toward a new era for this great union, and the reform movement made significant strides to show the old guard that things indeed must change. They must now start to address the needs of the rank and file who they have long ignored. I was glad to stand by other reformers and Carey supporters for the rights of the rank and file. Even though we have won some battles, we have not yet won the war. We still need all your help and support to win the most important battle in December.

I look forward to seeing all of you hard-working Teamsters in St. Louis in October. Let's get it done in '91.



TDU Rank & File Convention, October 25-27

REGISTER NOW!

Postmark your registration no later than Oct. 4 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$130 x _____ = _____

Sat. & Sun. \$95 x _____ = _____

Sat. only \$65 x _____ = _____

Total Registration Cost = _____

____ Single room
____ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$60 = Housing Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$60 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Suggested donation of \$30 per child to defray costs.

____ # of children Childcare donation = _____

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

- ☐ \$30—one year membership
☐ \$75—three year membership
☐ \$15—spouses, retirees and Teamsters grossing less than \$12,000 per year

Membership cost = _____

TOTAL COSTS = _____

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

____ \$10 if postmarked by Oct. 4 (\$5 if one day)

____ \$10 travel over 500 miles one way

____ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

1991 TDU RANK & FILE CONVENTION

- Why should you attend the 1991 TDU Rank & File Convention?
- Who will be there?
- What does the convention hold in store?

Read on ...



We'll Be There!

Joel and Priscilla Dennis
Local 229, CF
Scranton, Pa.

We'll be in St. Louis to take part in this history-making convention, to help reshape our union, to learn, and to experience the camaraderie of other reform-minded Teamsters and their spouses.

The TDU Convention Is for Spouses, Too!



Sarah Bequette
Local 600 spouse, St. Louis
TDU International Steering
Committee member

Spouses are encouraged to attend and participate in the convention.

There will be a spouse reception on Friday and a workshop Sunday morning featuring the film "With Babies and Banners." The film is about the role of the UAW Women's Auxiliary during the historic 1937 Flint sit-down strike. Following will be a discussion of spouses' roles in labor struggles, led by historian Rose Feurer of George Washington University. Dr. Feurer says this film "leaves an impression you won't forget."



"One of the most dramatic moments in labor history is taking place inside the Teamsters. Your movement can change the factor of the labor movement. I am enthusiastic about being with you in St. Louis."

—Studs Terkel
Pulitzer Prize winning author

Studs Terkel will address the convention Friday evening.

Victor Reuther, a founder of the United Auto Workers, will also be at the convention and will address the closing session.

Meet the Carey Slate

Mario Perrucci, principal officer of New Jersey Local 177 and candidate for vice president at large, will be at the TDU Rank & File Convention with other members of the Ron Carey Slate. The guest speaker at the banquet on Saturday night will be the next General President of the Teamsters union himself, Ron Carey.



1991 IBT Convention Video

A new video on the historic 1991 IBT Convention and events in the IBT will be shown at various times throughout the convention. Copies will also be available for purchase.

A chance for those unable to attend the IBT Convention to see elected delegates put democracy into action—and for those who were there to recall a piece of Teamster history.

**See You in St. Louis—
Gateway to Our Union's Future**

UNITED PARCEL SERVICE

Triple Trailers: The Untold Story

Michael Savoir
Local 41, UPS
Kansas City, Mo.

Recent media attention to triple trailers on our nation's highways has been heightened by Senate legislation to limit larger combination vehicles (LCVs) to states where such vehicles are presently permitted. The story depicts a struggle between the trucking industry and the Association of American Railroads (AAR).

It is no coincidence that those most affected are often those least considered. The sentiment of the drivers who operate these monster trucks has traditionally taken a back seat to the much larger and more dominant interest of the American Trucking Associations (ATA). This driver sentiment is the untold story of triple trailers.

That three trailers are inherently more unstable than one or two would seem to be common logic. Yet ATA and numerous major carriers insist that LCVs are as safe as other units. They advance the so-called "fair-weather statistics" that would seem to support this premise. While such statistics do indicate a comparable operation record for these multiple units, they do not tell the entire story. The rest of the story clearly shows that LCVs are routinely prohibited during inclement weather, often restricted to highways where volume is low and design standards are high, and generally operated under close supervision, including driver certification

**National UPS Meetings
TDU Rank & File Convention**

and equipment inspection.

Super Wiggle Wagons

As a driver of LCVs on the Kansas Turnpike for over 16 years I would readily attest that safety should be of first and foremost consideration. LCVs generally exceed the existing federal highway weight limits of 80,000 pounds, impairing vehicle control and braking ability. LCVs are more susceptible to high winds, more likely to jackknife, and more subject to the crack-the-whip phenomenon that is caused by quick or evasive steering maneuvers.

LCVs are further impaired by road surface imperfections. The ruts and grooves commonly found in heavily traveled asphalt-surfaced roads create control problems for single units. This effect is greatly amplified with multiple units. LCVs are adversely affected by axle misalignment. Rear axle misalignment causes the trailer "dog-track" effect, when the trailer does not follow the pulling unit but tracks to the left or right. The dog-track effect is significantly magnified with triple units, causing the rear trailer to be completely out of its driving lane. Load balance is also a very important factor in triple stability. The gross weight of each unit should be carefully considered in determining the order of the loads; i.e., the heaviest unit first. Variations in unit weight of as little as 2,000 pounds causes noticeable instability. The size of the trailers is of critical importance as well; 26-foot units matched with 28-foot units adversely affect steering, control and

road-worthiness. Such mismatched units are more susceptible to the "wiggle-wagon" phenomenon.

LCVs are often powered by the same single-axle fleet tractors that are designed to pull single or double units. The net results of these underpowered units are below-minimum operating speeds on hills and the trailers pushing the tractor on grades producing the last-trailer-sway phenomenon. Other legitimate concerns include road and rest-facility access, and driver skill. Should LCVs proliferate, other than the best drivers will be on the road.

A Likely Compromise

As debate on the 1991 Federal Highway Reauthorization Bill nears completion, the issue of increased weight limits remains high on the agenda of the ATA. ATA has proposed increased weight limits to as much as 134,000 pounds. Such increases will likely be well received by Secretary of Transportation Samuel K. Skinner, who recently stated, "If we are to remain competitive in the world marketplace, we must unleash the productive capacity of the trucking industry."

While ATA has long opposed increases in user fees and fuel taxes, the necessity for more spending on highway infrastructure mandates such increases. The likely compromise will be increased user fees and fuel taxes (more funds for highway spending) for increased weight limits (substantial increases in productivity for the trucking industry).

Loss of Teamster Jobs

With increased weight limits approved by the feds, the insistent lobby of the trucking industry will be unleashed against the individual state legislatures. As LCVs become more prevalent, what happens to our jobs?

LCVs could create a temporary increase in Teamster jobs by diverting trailer-on-flat-car traffic from the railroads. But Teamsters will ultimately lose jobs should LCVs proliferate. Simple mathematics indicates that two sets of triple units leaves one driver at home. Current pay differentials for triples is only about 1¢ per mile or 40¢ per hour. Our Teamster leadership seems divided over this very real threat to industry jobs. Real leadership perceives such threats and prepares itself well in advance.

Carey's the Reformer— Compare Records

Ron Carey

- Won 25-and-out pension benefit for Local 804 members in 1968.
- Spoke out against concessions, such as two-tier, during 1980s.
- Local 804 members rejected '87 UPS agreement by 90%.
- Filed suit against two-thirds rule that helped win Majority Rule.
- Local 804 members rejected '90 UPS agreement by 87%.
- Submitted the motion to IBT Convention for our right to vote on our contract supplements—it passed.
- Stood up for newly won \$200 per week strike benefits.
- Voted for right to vote for delegates to future conventions.
- Led fight at convention against officials' multiple salaries and luxury pension plans.
- Pushed Old Guard into announcing pension increases during this election campaign.
- Heads a team of experienced Teamster leaders to take our union into the next century. his slate includes the elected officers of some of the largest UPS locals—Mario Perrucci of New Jersey Local 177, Doug Mims of Atlanta Local 728, Sam Theodis of Cleveland Local 407, and others.

R.V. Durham

- Appointed to General Executive Board (GEB) by Jackie Presser.
- Never spoke out against corruption, officials' multiple salaries and luxury pensions.
- Pension trustees on Durham slate waived \$4/week contributions by UPS into Central States fund, costing our pensions \$7 million/year.
- Endorsed 1987 UPS agreement imposed under two-thirds rule.
- Approved expenditure of some \$20 million to fight our Right to Vote.
- Voted against a probe into McCarthy's Windsor Graphics scam on Teamster magazine.
- Voted at IBT Convention against our right to vote on contract supplements.
- Voted against \$200 per week strike benefits.
- Voted against right to vote for delegates to future conventions (supports officers automatically being delegates).
- Durham-controlled GEB has no budget; doesn't even know how to buy a refrigerator (see Judge Lacey's report, September Teamster magazine, pp. 46-51).
- Voted recently to appoint Al Barlow, McCarthy's UPS negotiator, on GEB.
- Resorting to desperate smear campaign against Carey.

Remember the 1990 Contract!

It's Carey vs. Durham Old Guard

Most of us will never forget the 1990 contract campaign. It was a clear example of why the election for top IBT officials is so important to us now. UPS Teamsters were in a position in 1990 to make gains in our working conditions for the first time in over a decade, but our own leadership let us down.

UPS came at us with threats and lies, and our union leadership took a powder. Now this same Old Guard leadership—the R.V. Durham slate—wants our vote, and they want us to believe Durham's a born-again reformer! But the facts don't lie (see records).

Thousands of our brothers and sisters voted Yes on the 1990-93 contract, not because they thought it was a good one, but because the Durham Old Guard failed to provide confident leadership. The contract made the two-tier worse and did not provide for Innocent-Till-Proven-Guilty. More concessions were written into the Air

Operations. To rub salt in the wound, the Durham Old Guard supported UPS's lie that a NO vote would result in an immediate strike. Then just before the ballots were counted, their trick was revealed—both UPS and the Durham Old Guard agreed they would go back to the table after a No vote! But the damage was already done, the contract passed.

The millionaires now in power have damaged our union's reputation and hurt our ability to organize non-union delivery companies. It's time to clean house before our 1993 contract. Do you want the Old Guard and R.V. Durham in the limousine seat? Or do you want the Ron Carey Slate leading our union?

Early in November ballots will be mailed to our homes. The election will be completely monitored by the Election Officer, not by incumbent union officials, and our votes will be completely secret. This is our one chance. Use it or lose it.

CARHAUL NEWS

Officers Send Contract Back, 59 to 8

Don't Let Our Power Slip Away

This has been a year of firsts in the Teamsters union, and the carhaul contract is no exception. Never before has a "two-man committee" meeting of local officers rebuffed a contract offer. It shows just how loud the demand for change has gotten in our union. And our officers are marching to the rank

and file's beat.

Officers of only eight locals voted for the tentative settlement: Local 390, Miami; Local 170, Worcester, Mass.; Local 445, Yonkers, N.Y.; Local 512, Jacksonville, Fla.; Local 577, Amarillo, Texas; Local 886, Oklahoma City, Okla.; Local 984, Mem-

phis, Tenn; and Local 528, Atlanta.

The 59 locals who voted to reject, reacted to a sentiment of overwhelming opposition among rank and file carhaulers. The combination of the new majority rule on contracts and the first-ever rank and file election for our top leaders is making officers more responsive to the members.

At press time, no new bargaining sessions have been scheduled with the corporations. The International union is requesting proposals from the locals, and is getting the union

negotiating committees back together. But the union cannot wait forever.

If we return to the table and the corporations are not willing to bargain a decent contract, we must act soon. As we get closer to Christmas, and as we deliver more 1992 models to the dealerships, our economic leverage over the manufacturers and the carhaul corporations will slip. If this contract is going to be a fight, let's fight it when we're the strongest, not when our power is going down!

Lowlights of Rejected National Agreement

Article 2(8)

Would have forced Teamsters to vote to cut their own wages to save their jobs if a non-Teamster company bid on their work. Nothing in writing prevented the parent corporations from bidding their non-Teamster companies against Teamster work precisely for the purpose of forcing such wage reductions. The carhaul companies and the manufacturers could have worked together to cut wages, even where Teamster subsidiaries kept the work. This approach to saving Teamster jobs was tried for yard work, and only a fraction of those jobs are still Teamster.

Article 2(9)

Would have created a two-tier by paying 64% of wages and mileage for "new business." New production coming on line in the near future—such as at Chrysler's Detroit Jefferson plant, Avon Lake and Marysville, Ohio, and Spring Hill, Tenn.—would all get hauled at 64% compensation. For drivers who work out of "new" facilities, they would get paid at a lower tier even if they back hauled out of a regular-rate facility. Drivers at current facilities would get regular rates even when they backhaul from a "new" facility, creating a permanent division between top-tier and lower-tier drivers. Workers receiving different pay for the same work weakens union solidarity, and makes the higher-paid workers targets for replacement.

The contract proposal did include the right to strike if a local union felt a Teamster carrier was using "subterfuge" to get the "new business" rate at current facilities (i.e. by causing current work to go non-Teamster and then bringing it back

under the lower tier). But that clause is not binding on non-Teamster, double-breasted companies.

There is nothing to prevent QAT or Nationwide from continuing to bid on Teamster work as they are doing now. That is not "subterfuge," because they are not signatory to the contract. Under the proposed Art. 2(8) and Art. 2(9), Teamster carhaulers would either have to cut their wages to save their jobs, or accept a 36% cut in pay to get them back again!

Article 6(2)

Would have allowed for individual profit-sharing plans. Freight drivers had this before the 1988 contract, and got rid of it because it allowed companies to pressure union members one by one into giving up part of their wages. Under freight contract profit-sharing plans (where at least they vote as a group for whether they want it or not), freight drivers have given back up to 15% of their wages, and never received a dime in return!

Article 7

There was no right to strike on grievances in the proposed contract. Instead, the grievance procedure was made longer by adding "pre-arbitration mediation." Under this change, if the national JAC deadlocks, the JAC co-chairs could require the local and company officials to meet prior to arbitration, and could send the issue back to the JAC for reconsideration. The procedure timelines didn't result in an arbitration decision until four months after the JAC deadlock.

The right to strike on grievances, as initially proposed by the union, would give the union more clout. Most importantly, it could save Teamster jobs

continued on page 13

Cook's Attempt to Undercut Contract

Jerry Cook, the Atlanta Local 528 president, continues to undermine the Teamster carhaul contract at every turn. In a meeting between Cook, Ralph Thompson of Ryder Systems, and the CAT drivers' committee in Lakewood, Ga., Cook and Thompson presented a deal to the laid-off CAT drivers in which they could return to work under certain conditions: dropping their NLRB charge against Ryder, dropping their Article 33

grievance, and hauling traffic for the QAT rate. This was all conditional on the national contract being ratified. Since it was voted down by the officers, the whole deal is off.

This may be part of the reason why Jerry Cook went to Washington, D.C., and voted for a substandard contract offer that close to 90% of carhaul locals opposed. Cook is running with R.V. Durham's so-called Unity Team. Is this the kind of "unity" we need?

Non-Union Threat in West

Local 70 carhaulers have lost the Toyota traffic from the NUMMI plant in Fremont, Calif., to Port Terminal Transport drivers, who are members of Local 490. The PTT drivers are owner-operators and receive significantly less in wages and mileage than the Ryder and Insured carhaulers who hauled the traffic previously. The PTT owner-operators, who used to work only in Long Beach, Calif., are also required to pay 100% of all damages.

Oakland Local 70 tried to get the traffic back, but lost at the Western area grievance panel in Burlingame, Calif.

PMT members of Local 70 also have lost the railyard work loading the NUMMI Toyotas. NUMMI has built

its own yard, and is now loading the trains themselves with Vehicle Processing Inc. (VPI), a non-union subsidiary of Toyota. About 20 members of Local 70 have been displaced so far. Rather than offer the work to former PMT workers, VPI has hired all new workers off the street. According to a PMT driver, Chuck Mack, Local 70's principal officer, says he has done all he can to get the Teamster jobs back, but has been unable to do so.

The appearance of VPI in Fremont confirms reports that Toyota is making moves to sidestep Teamster carhaulers by handling its own traffic. If this trend is followed by other manufacturers, it could represent a serious threat to Teamster carhaulers.

Springfield, Ohio, Local 654

Ryder Continues Assault

More than 100 members of Springfield, Ohio, Local 654 lost their jobs on Aug. 31 as Ryder Systems Inc. continued its attack on the Teamsters union. To fight back, the workers have thrown up picket lines, and Local 654 has filed NLRB charges over Ryder's refusal to hire the union workers.

As reported in the last issue of *Convoy Dispatch*, the workers were employed by Port Services (Ryder) as rail loaders and car chasers at the Honda plant in Marysville, Ohio. Just as negotiations were concluding for a new union contract, their work was taken away by RMX, a non-union Ryder subsidiary. Local 654 union officers contacted RMX corporate officials seeking to protect the workers' jobs, and to bargain a union agreement with the new company. RMX has refused to meet or negotiate.

The NLRB charges filed by Local 654 allege that RMX is refusing to hire the previous Port Services workers because they were unionized. Said Barbara Harvey, the attorney handling the Local 654 case, "I believe that we will prevail in our discrimination charge because it is an established unfair labor practice for an employer to refuse to hire better qualified job applicants, in favor of inexperienced applicants, simply because the

qualified applicants were the unionized workforce for the previous employer. We are also planning legal challenges to Ryder's attempt to circumvent the carhaul contract by using a non-union subsidiary to take work away from Teamster members."

When RMX first got the work, its operations were managed out of the CCI office in Marysville by CCI personnel. Shortly thereafter, RMX brought in a terminal manager who had been with Ryder in Detroit. The assistant manager used to work for Port Services.

According to Local 654 officials, Ryder has been justifying its decision to use RMX by claiming that Honda has demanded a non-union workforce.

Since taking over the contract, RMX has hired only 40 regular, full-time employees. To get the rest of the work done, they have contracted part-time help from a local temporary-work agency, which pays its people \$6 to \$6.50 per hour with no benefits. The displaced Local 654 Teamsters were receiving around \$9.50 an hour plus full benefits.

"Carhaulers wake up! Get out and support us. If they can replace Port Services with RMX, they can do the same to you with QAT in a heartbeat!" warned Local 654 BA Harry Gieseck.

FREIGHT NEWS

Signal Teamsters Reject Concessions

Despite threats of "you're voting to lose your job" from some officials, it appears as we go to press that the majority of 2000 Signal Teamsters have rejected their proposed concessionary contract. They voted in union halls on Sept. 21-22, and TDU has compiled results from most locals. The Teamster Freight Division has not yet announced the outcome or what they intend to do next.

"Durham has revived the old Presser philosophy of his relief rider from 1983. It was to freeze wages and put in a two-tier wage rate to attract 'new business.' But the members just were not buying it at all." That's what one business agent reported after the rejection at the union meeting.

The proposed contract had a three-

year wage freeze for the drivers who haul for Whirlpool, and a two-year freeze and 35 cents in the third year for those who haul for Sears. It had no catchup for the existing two-tier and set up another, lower two-tier for so-called "new business."

The rejection was from widely different areas. The factory division rejected it heavily. These are locals in Ohio, Indiana, Michigan and Arkansas. Frank Zerman, a trustee of Ohio Local 40 and a Signal driver, argued strongly against the deal and reported that only three of 60 drivers at the meeting voted for the deal, although the local president supported it. Toledo Local 20, headed by Harold Leu (on the Durham slate) rejected the proposal by a 2-1 margin, despite

Leu's support for it.

It was rejected in the South as well. Atlanta Local 528 rejected it 2-1 despite support for the company from local president Jerry Cook (on the Durham slate). Jacksonville, Fla., drivers rejected it 2-1 also.

Right to Vote on Supplements

An interesting factor in the contract voting was the first-ever application of the right to vote not only on the master, but on the contract supplements. Each member got two separate ballots, one for the master and one for the particular supplement. There are five supplements to the Signal Master Agreement.

The General Executive Board adopted guidelines for the application of our hard-won victory, which will apply to other contract votes as well. TDU has copies available for members who would like to see the guidelines.

Ratified or Rejected?

The International union has delayed announcing the outcome as we go to press. They could go back to the table, or they could pull some trick to try to declare the contract ratified. Members were threatened there would be an immediate strike if they voted No.

In Columbus Local 413, which has 360 Signal Teamster members, it was suggested that elected representatives from each local constitute a bargaining council, with a smaller negotiating committee drawn from that. Columbus members also pointed out that Sears is a \$50 billion a year business, and that a corporate campaign by the IBT regarding their threat to switch to non-union haulers could be effective.

These are the kinds of positive ideas needed to reverse the deterioration of this contract. But it is unlikely with the current union leadership.

Other Teamsters pointed out bitterly that top officials promised when Signal was taken out of the NMFA that they would be paid at the same level. That promise has been broken. It's time for a new IBT leadership, that won't lie to the members and that will take up new tactics that can win.



I'll Be There

Sam Frazier
Local 135, Preston Trucking
Indianapolis

I'm going to the TDU Convention for many reasons. I want to be with other concerned Teamsters and don't want to miss an opportunity to be part of history in our union. I look forward to being with my Teamster brothers and sisters in St. Louis. Participate in the historic changes in the Teamsters union. Join us there.

Matlack Teamsters in West Vote 84% No on Contract

West Coast Teamsters at Matlack have voted to reject the company's offer by a vote of 125 to 21. The offer of 25¢-25¢-25¢ hourly and half-cent mileage increases each year of a three-year agreement, and a whopping 9 cents over three years into the pension fund met with a resounding NO from drivers from Long Beach to Seattle.

West Coast Matlack drivers have been working without a contract since the current agreement expired on June 30, while their brothers in the South are going into their 24th week of a lockout.

"The offer was overwhelmingly defeated not only because the money isn't right but because issues that are important to the members aren't even being addressed," said Joe Vernaza of Portland, Ore., Local 81. "Demands like ending the three-tier pay scale, improving the grievance procedure, establishing an overtime that is reasonable (Matlack drivers currently get no overtime pay until the seventh day, in which case most drivers are out of hours and get a flat rate on holidays), and paying a decent rate for 'roll and rest' subsistence so drivers don't have to pay motel bills out of their own pocket."

Matlack drivers in the South are extending to their brothers and sisters in the West any help that may be required. Although they would like to end their 24-week lockout, the \$200 a week strike benefits won in June help put groceries on the table. Many are drawing unemployment benefits, too.

The rank and file demands in the South and the West are worthy and just. These Teamsters are courageously standing their ground.

**National
Freight Meeting
TDU Rank & File
Convention
Oct. 25-27
St. Louis**

See page 9 to register.

Lowlights of Rejected Carhaul Offer

continued from page 12

from double breasting. Today, if QAT or Nationwide takes away our work, we file a grievance and wait more than a year for a decision, if we get a decision at all. It would only take one strike over double breasting to make the corporations think twice. And once we establish that respect, we would rarely have to use our right to strike, if ever.

In other lowlights, the proposed contract created a modified work program, which could force injured workers to return to work before they are ready. New work off the rail was locked in at running mile for trips over 750 miles, and half-rate for trips under 750 miles. Work obtained off the rail in both directions (for trips less than 750 miles) was set at full rate for the

longest leg and half rate for the shortest leg. Similar proposals were rejected in 1985 and 1988.

In spite of a few gains—increasing recall rights for laid-off carhaulers from three to seven years; extending seniority rights to port facilities; getting sick days paid from the first day of illness—this contract was worse than anyone expected.

Thanks to the pressure of the reform movement in our union, our officers voted it down. Many of them have been burned too often in the past by false assurances from the corporations, and could not credibly return home and argue that those promises now mean something.

Now we have to keep up the pressure so the next contract settlement is one we can ratify.

Forms Subsidiary, Prepares Regional Plans

Yellow Freight Waits for R.V.

When R.V. Durham signed a separate deal with Yellow Freight earlier this year, he and the corporation left open the door to later negotiate "Riders and Addenda to cover certain types of operations, including regional unionized operations."

At the time it would not have been politically advisable for Durham to negotiate a cut-rate rider for a regional operation. But he and Yellow Freight both realized that if he were fortunate enough to get elected, Yellow could hope to see such a cut-rate deal taken to the members.

Yellow is moving right along with its plans for a regional carrier, on a timetable that conveniently parallels the Teamster elections and the induction to office of a new union leadership in January. A newly formed subsidiary, Yellow Freight Transportation Inc., recently won a bid on the intrastate operating authorities of Jones Truck Lines, which declared Chapter 11 bankruptcy in July. The transferring process of these authorities to

Yellow Freight is expected to be completed "after the beginning of 1992." They cover Arkansas, Georgia, Illinois, Kansas, Mississippi, Missouri, Nebraska, Oklahoma, Tennessee and Texas.

A Yellow Freight vice president on Sept. 18 sent a memo to all terminal managers announcing the new subsidiary and authorities, and Yellow's plans to activate the short-haul deal that Durham signed with them last spring, separating them from the NMFA. Yellow's memo reports, "When completed, the acquisition of these authorities reinforces our continued interest and commitment to the regional markets and the growth it represents. ... We also still plan on continuing discussions with International Teamsters representatives on our intentions to meet our customers' needs for regional service. ..."

Any cut-rate rider with Yellow would be subject to membership ratification under the IBT Constitution.

GROCERY NEWS

Southern Cal Grocery Contract

No Informed Vote in Southern California

The morning news on Sept. 9 reported: "A strike has been averted in the food industry. That means all the store workers will make more money and get more vacation time." There are approximately 10,000 Teamsters in Southern California who wish this were an accurate assessment.

The new contract negotiated with the Food Employers Council represents another loss—wages and benefits are not keeping up with the cost of living and other industries, more concessions were made, and we were gravely misinformed by our representatives.

Concessions Made

Our new contract really consists of meager yearly raises of 40¢, 35¢ and 35¢, and pension increases bringing us up to \$1.90 at the end of three years. Part of that \$1.90, or 6.5%, will go toward the new Western Conference "Golden 85" plan, so we will receive no credit for the initial 9¢. These gains were supposed to far outweigh the concessions made, and employer health and welfare contributions were to remain at the same level.

No one saw the written proposal before voting. But we now know it took eight pages to explain the cost-saving "modification" to our health and welfare plan. Among other things, our benefits will now run out at the end of the month in which we quit, retire or are discharged. It also appears the trustees will be able to

deduct any extra money needed directly from our checks, with no cap, to maintain our benefits, or use any other remedy they choose, including reductions of benefits, if our benefit contributions fall short.

Other losses we know about include elimination of the "Maintenance of Favorable Conditions" clause, and removal of the 40-hour guarantee in emergency conditions, which include loss of water, power or just about anything you can imagine. We also continue losing the battle against increasing numbers of part-timers, the ratio going from one per eight full-time drivers to one per seven names on the aggregate seniority list.

Sales Job

The settlement of this contract represents more than just another poor contract. It was a slick sales job by union representatives without regard to our right to an informed vote.

For weeks before the first proposal vote, Von's threw an unprecedented barrage of anti-union propaganda at its employees—personal letters from the company president sent to their homes, video presentations shown at punch-in times, dozens of posters, leaflets and flyers everywhere, bulletins with "workers' rights" information stapled to paychecks, and employee meetings in which contract issues conveniently came up. The constant message was, "We are trying to negotiate in good faith, although you may be lucky to keep what you already have, and in the event of a strike we are ready to operate without you."

The union played along with the employers. A meeting was held in late August to scare the members with a list of 55 proposed takeaways and no union proposals or program. The union strategy was to make the members scared of the employers and grateful for anything at all.

Then at the contract vote on Sept. 8, we heard of grueling day-and-night negotiations where our great leaders did the best they could. Our request for a copy of the final offer in writing was ignored. We were presented with

European Vacation

There are two mistaken notions about work in the United States. One is that unions are to blame for America's lack of a competitive edge. But Japan and Western Europe are more unionized and more competitive.

The other is that we must enslave ourselves to our jobs to be competitive. Yet every Western European country (except the United Kingdom, Denmark and Italy) provides from three to five weeks annual vacation, by law, and where bargaining agreements exist, from four to eight weeks vacation on average. Vacation is not mandated by U.S. law and averages two to four weeks by contract.

a rosy picture of the deal.

But once we returned to work a new story emerged. Company bulletins have since been posted to explain the changes that will occur according to the new Von's supplemental agreement, changes we never heard about like termination of our attendance policy. We still have not seen this agreement in writing, so all we can do is wonder what else we voted away.

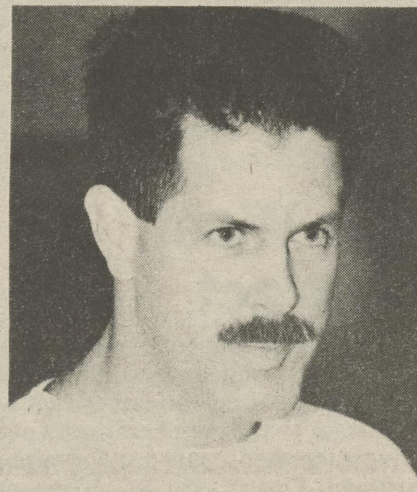
What all this means is that our Teamster leaders have forgotten whose contracts these are. They seek to scare us, keep us in the dark and get their deals ratified.

In spite of the tremendous efforts of TDU and Carey delegates to amend our constitution, we also need a leadership on our side. How clear does it need to be that we need to elect the Ron Carey Slate?

I'll Be There

Jerry Moerler
Local 63, Von's
Chino Hills, Calif.

You bet I'll be there! We still have a lot of work ahead of us in reforming the Teamsters union. At the TDU Convention we can get together with friends, share ideas and plan our strategies. Last year I attended my first convention, and I know it's an opportunity I wouldn't miss for anything.



New \$200 Strike Benefits Help Settle Dimare Contract

During the IBT Convention debate on raising strike benefits, Chuck Mack, R.V. Durham's candidate for Western Conference vice president, argued against raising benefits to \$200 a week. Such benefits would provide poorly paid workers with an "economic incentive to be on strike," Mack warned. "The focus," he continued, "shouldn't be on perpetuating the strike, continuing the strike or striking, but concluding a collective bargaining agreement."

Recent events at Dimare Brothers, a tomato packer in Newman, Calif., show just how far off the mark the tired and beaten Old Guard politicians of the Durham Slate were on this crucial issue. Rather than provoke a strike, the very existence of healthy strike benefits curbed the greedy intentions of Dimare to further impoverish and humiliate its employees.

Dimare Brothers employees are members of Modesto Local 748. New hires are paid as little as \$4.45 an hour while senior employees earn in the range of \$6 to \$6.45 an hour. During negotiations the company insisted on a cutback of \$1 an hour from seniority employees.

Recognizing the willingness of their employees to strike rather than suffer the indignity of a further erosion of their living standards, Dimare Brothers decided to sap their fighting spirit by making a big show of hiring permanent replacements in the parking lot, even as negotiations con-

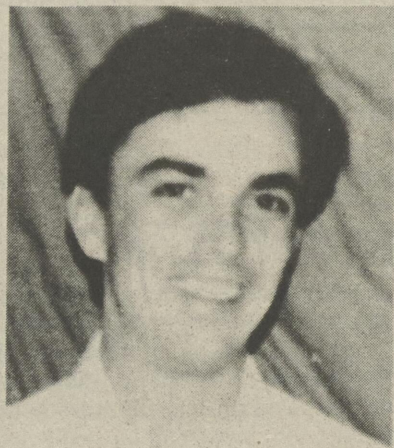
tinued. In the days when IBT members received only \$45 a week strike benefits, the workers resolve may have crumbled as they anticipated the likelihood of permanently losing their jobs once the strike began. But it was different this time.

As the first wave of potential scabs came into the plant, working side-by-side with unionized employees, they soon learned that the union paid \$200 a week strike benefits—more than they were making by working in this sweatshop. The obvious solution? Join the union. And they did.

As Dimare Brothers witnessed the spectacle of their potential scabs joining the union, they reassessed their union-busting strategy and settled with the union without a strike. The potential scabs, having no seniority and being needed no longer, were summarily fired.

While the local was only able to secure a wage freeze at this pitifully low scale, it was at least able to avert the disaster of sinking even lower. Aggressive leadership would have seized upon this opportunity to make real gains, but this is the state of our union under its present leadership.

In this case, the existence of reasonable strike benefits prevented a strike rather than provoke one as Durham and Mack predicted. Perhaps if the Old Guard of millionaire union officials realized that the enemy is not the rank and file but greedy corporations, we could again stand as a united, proud and strong union.



I'll Be There

Ed Santarelli
Local 138, Key Food
Brooklyn, N.Y.

I went to the IBT Convention in Orlando, Fla., and saw how the Right to Vote is already strengthening our union. With the election of International officers coming up in November, this is the year to bring the leadership of our union back in touch with the membership. I'll be at the TDU Convention to be a part of the historic change that is taking place in our union this year.

LETTERS FROM OUR MEMBERS

Tribute to TDUsers And Families

As a retired member (72 years old) of Teamster Local 550 in New York, please accept my gratitude for the courage, intelligence and dedication of all your efforts through the years. What you have accomplished is amazing, considering all the financial difficulties and physically threatening situations that you have faced. Your families are due a great tribute for supporting you, and their contribution should be highlighted in your convention and any other communications that are released. They are a group that unions have failed to use as a great, understanding support for all the working people of America and the world.

Beck, Hoffa, Fitzsimmons, Williams, Presser, McCarthy! What a disgrace for the Teamsters, unions and working people of the U.S.A. Let us not sink deeper into the philosophy of "Gimme, Gimme, my name is Jimmy," for just Teamsters. We must gear our programs to the good quality of life for all peoples throughout this one small world.

"Share and be fair."

I worked 22 years as a Teamster. I receive \$254 per month pension, and absolutely no other benefit. I have no vote in the upcoming election. I was forced to go back to work full time in order to live with some dignity.

August R. Sousa
Local 550, retired
Cape Coral, Fla.

San Francisco Clericals

I am writing this for friends of mine (clerical) at Local 856 in San Francisco and reference your article in the September issue of the *Convoy Dispatch*. They want to thank you very much for your factual and straightforward article.

The struggle, stress and apprehension, however, are still continuing and overwhelming. After three alleged bargaining sessions between Local 85 and Ben Leal, the head of Local 856, nothing has been accomplished. Leal is offering a cut in wages (over \$3 per hour), takeaways such as fewer sick-leave days and

holidays, replacing their current Local 856 health and welfare plan with a lesser plan, etc.

Leal is on the Durham Unity slate. "New Directions"—what new directions?? After hearing what has been going on in Local 856, it looks like the same old moneytakers: giving less in favorable working conditions, but giving more in work; pyramiding jobs; fewer clerical employees than they've had in the past, even though there is an equal if not larger membership; and, putting up with the daily harassment, discrimination and favoritism by the Leal family. WHAT GREAT LEADERS WE HAVE ... we'll all have to make sure we vote for their Unity slate!

The working union people need leaders, unlike this team, to provide safeguards against poor working conditions. Old guard mentality, you bet. They only take care of themselves and their families at the cost of the rank and file—with our money.

Perhaps Mr. Carey isn't the ultimate answer to the whole Teamsters problem, but he sure is a lot better than what we have had up to now. All of us must stop what has been going on in our union, and make sure it never happens again. Greed, corruption, nepotism and the like. You name it, we have it.

Keep the faith that the workers at Local 856 win the battle with Leal and are given their right to have a labor agreement.

Name withheld
Local 856
San Francisco

Get Ron Carey Elected!

Keep up the good work! Get Ron Carey elected! I drive for the Brown Dog. The overtime never quits and neither does the harassment. I can do without both. The mandatory one-

hour lunch sucks. We should be able to take what we want up to an hour. Go for 25-and-out at any age.

Russel Weaverling
Local 828, UPS
Osage, Iowa

TDU Meets

Atlanta Area

Saturday, Oct. 5
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

Cedar Rapids, Iowa

Friday, Oct. 4
7:30 p.m.
Westfield Inn
Junction of I-80 and Hwy. 965
Exit #240 in Coralville

Connecticut

Sunday, Oct. 6
10 a.m.
Red Bull Inn
Schraffts Drive
Waterbury, Conn.

Des Moines, Iowa

Sunday, Oct. 6
10 a.m.
4230 S.E. 22nd

East Bay Chapter

Saturday, Oct. 5
Call: (415) 653-3865
Oakland, Calif.

Fayetteville, N.C.

Saturday, Oct. 12
3 p.m.
Place to be announced

Mason City, Iowa

Saturday, Oct. 5
10:30 a.m.
Murph's Restaurant & Lounge
1617 S. Monroe

Massachusetts

Saturday, Oct. 5
10 a.m.
American Legion
Tuttle Post
460 Southbridge St.
Auburn, Mass.

New Hampshire

Saturday, Oct. 5
3 p.m.
Howard Johnson's
298 Queen City Ave.
Manchester, N.H.

Raleigh, N.C.

Saturday, Oct. 12
10 a.m.
Place to be announced

San Francisco

Saturday, Oct. 12
10 a.m. - noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

Wilson, N.C.

Sunday, Oct. 13
2 p.m.
Place to be announced

EASTERN CONFERENCE of TEAMSTERS



JOE T.



MCCARTHY



SCHURR



CLEVELAND



SHEA



COZZA



DURHAM

VOTE FOR THE ENTIRE TEAM

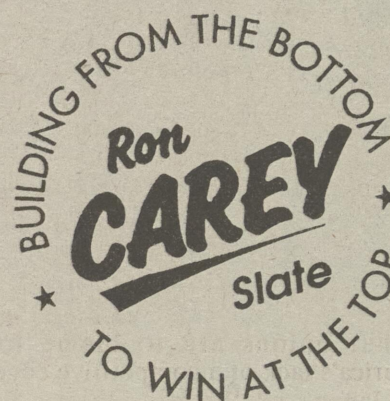
IBT

GENERAL EXECUTIVE BOARD

What a Team

This button, from the 1986 Teamster Convention, says a lot about R.V. Durham as a "reformer." Note what team he's on. It's headed by Joe T, who just made a deal to resign from the union after being charged with allowing La Cosa Nostra influence in his joint council. Also on the team are Maurice Schurr, who resigned after his conviction for taking money from employers; Teddy Cozza, who was expelled from the Teamsters for organized crime connections; and of course, there's Walter Shea, who Durham now calls a "perfect zero" in the Teamster magazine.

Durham now wants us to believe he's "born again," just months before the first-ever election.



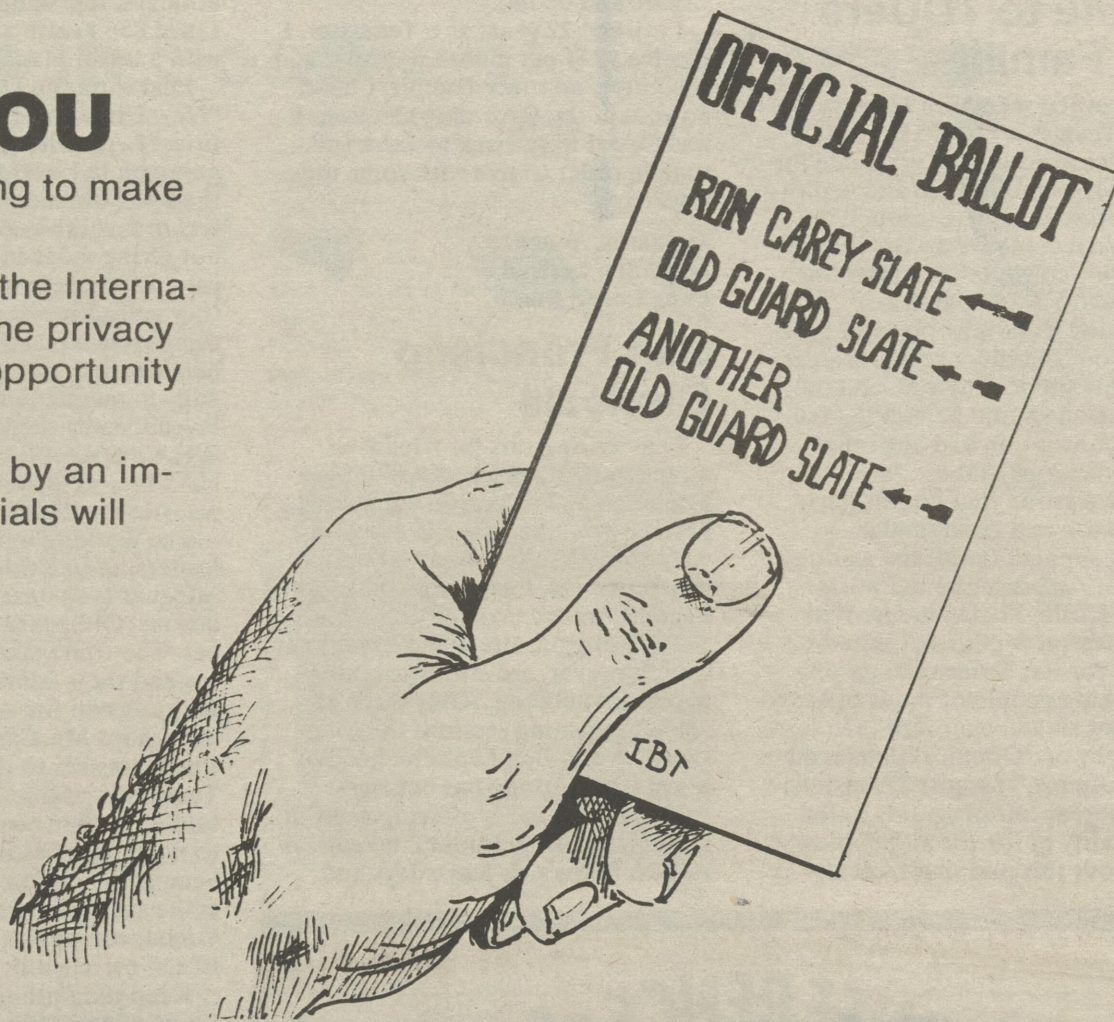
New Button Available from TDU

Show where you stand in the first-ever election of our International officers. Quality, union-made buttons with red lettering on white. \$1 each; 25¢ each for 10 or more. Send your order to TDU, Box 10128, Detroit, Mich. 48210. Be sure to include your full address. No employer funds accepted.

The Power Is in Your Hands!

IT'S UP TO YOU

- Teamster members—like you—are going to make history.
- On or about November 12, a ballot for the International union election will be mailed to the privacy of your home. That ballot will be your opportunity to vote for a new Teamster leadership.
- All ballots will be handled and counted by an impartial election staff—no Teamster officials will touch a ballot.



Use Your Power to the Fullest!

ELECT THE ENTIRE RON CAREY SLATE

- Please, learn the facts and cast your ballot. We think you will agree with us that the choice for the Teamster membership is the **RON CAREY SLATE**.
- Use the SLATE line to cast your vote for the whole Carey slate—make your vote as effective as possible!
- We will have a new leadership for the New Year!

THE RON CAREY SLATE

- General President**
 - Ron Carey, Local 804, Long Island City, N.Y.
- General Secretary**
 - Tom Sever, Local 30, Jeannette, Pa.
- Vice Presidents at Large**
 - Mario Perrucci, Local 177, Hillside, N.J.
 - Diana Kilmury, Local 155, Vancouver, B.C.
 - Sam Theodus, Local 407, Cleveland
 - John Riojas, Local 657, San Antonio, Texas
 - Jim Benson, Local 104, Phoenix
- Eastern Conference VPs**
 - Tom Gilmartin, Local 559, Hartford, Conn.
 - Gene Giacumbo, Local 843, Springfield, N.J.
- Central Conference VPs**
 - Bill Urman, Local 792, Minneapolis
 - Dennis Skelton, Local 600, St. Louis
 - Leroy Ellis, Local 705, Chicago
- Southern Conference VPs**
 - Doug Mims, Local 728, Atlanta
 - Aaron Belk, Local 667, Memphis
- Western Conference VPs**
 - Tom Shay, Local 57, Springfield, Ore.
 - Ken Mee, Local 287, San Jose, Calif.

Vote!